



Adaptability

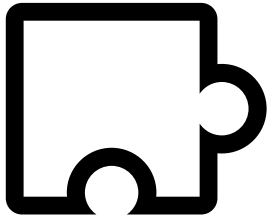
Age range: 11-19

 **BARCLAYS** | LifeSkills

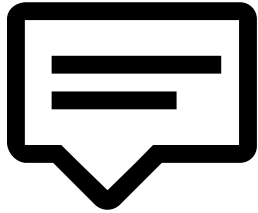


Why are core transferable skills important?

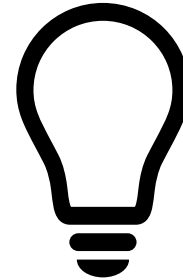
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Problem solving



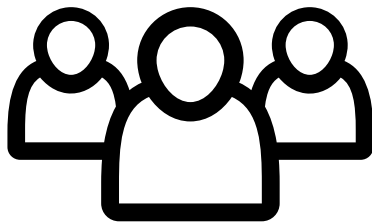
Listening
and speaking
(communication)



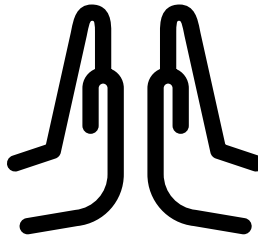
Creativity



Aiming high
(proactivity)



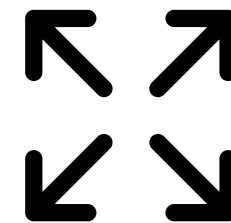
Leadership



Teamwork



Staying positive
(resilience)



Adaptability



Exploring adaptability




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Adaptability is defined as our ability to adjust to new or changed conditions quickly, without experiencing stress or negative emotions

- Adaptability has been voted in the top five skills that companies need most in their workforce¹.
- This session helps to work towards steps 8 and 11 from the Skills Builder Framework for teamwork and step 9 from the Skills Builder Framework for problem solving.




1 The skills companies need most in 2020 – and how to learn them, LinkedIn, 2020

Demonstrating adaptability

Industry Job role	Scenario
	Health Nurse Your patient has a broken leg and is unable to speak/understand the English language. How would you communicate with them to see to their injury / make them comfortable?
	Transport Courier Your next job is to deliver 500 boxes to the airport in time for a flight. Your delivery vehicle only has space for 400 boxes. What do you do make the delivery happen on time?
	Construction Electrician Another contractor on your site has not finished their work on time, which means you are not able to start the electric installation as scheduled. You have agreed to start on a new site immediately after, and so won't be able to delay this job

Demonstrating adaptability: extension

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Industry Job role	Scenario	Adaptation challenge
	Health Nurse Your patient has a broken leg and is unable to speak/understand the English language. How would you communicate with them to see to their injury / make them comfortable?	<ul style="list-style-type: none">• You cannot use a translation tool online
	Transport Courier Your next job is to deliver 500 boxes to the airport in time for a flight. Your delivery vehicle only has space for 400 boxes. What do you do make the delivery happen on time?	<ul style="list-style-type: none">• You cannot deliver on another day• You do not have time to do 2 trips
	Construction Electrician Another contractor on your site has not finished their work on time, which means you are not able to start the electric installation as scheduled. You have agreed to start on a new site immediately after, and so won't be able to delay this job	<ul style="list-style-type: none">• You cannot hire more staff in order to do the work more quickly, due to the size of the work area

Adaptive thinking

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Come up with several possible company/product names and strap lines for each of these businesses.

You are a new construction company focusing on using sustainable goods in your builds and you need a name for your company

You're managing a project that aims to promote participation in sport to teenagers, and you need a name for the programme

Divergent vs convergent thinking

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You just practiced divergent thinking in that activity, one aspect of being adaptable³.



Divergent thinking

Expanding a single piece of information or idea into several ideas



Convergent thinking

Finding the one 'correct' answer (e.g. a maths problem)

Adaptive thinking

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Research into high-performing professionals who work in jobs that require constant adaptation has identified three ingredients of Adaptive Thinking:



A. Planning

Asking 'What if?'



B. Monitoring

Assessing how you are performing whilst still completing a task



C. Divergent thinking

Expanding one idea out into several ideas

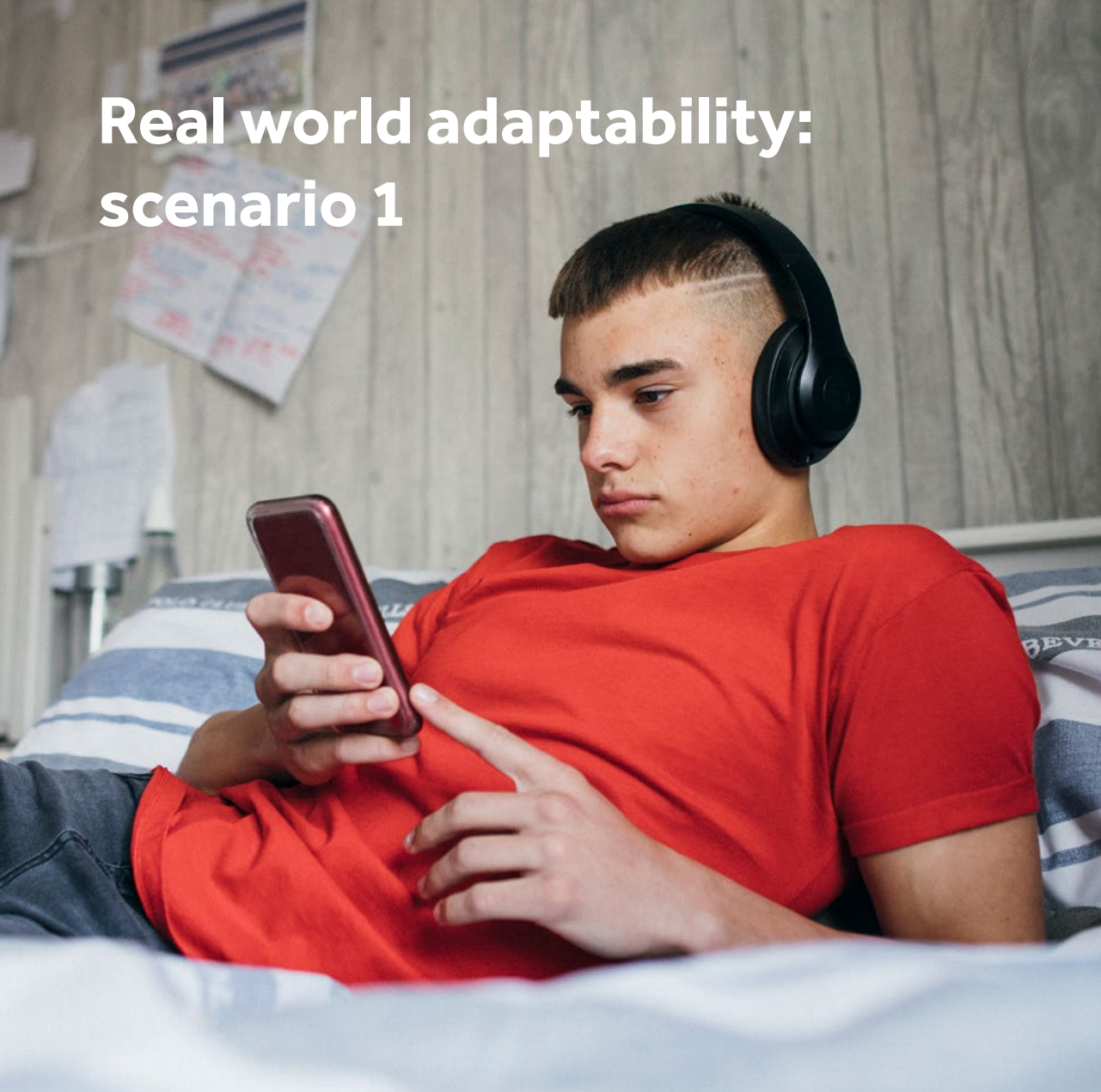
Real world adaptability: scenario 1



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Joe's parents have decided to move to a new house during the school holidays, but he's going to keep attending the same school. The new house is closer to a train station, meaning his parents will no longer drive him to school and he'll be getting the train. He must reorganise his mornings, figure out what time to get up and how long it takes to walk to the station from his house.

Real world adaptability: scenario 1



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Response 1: Joe goes for a walk to the station while on holiday, so he knows the way and how long it takes him. He also decides to start taking breakfast with him and eat it on the train, so that he doesn't have to get up any earlier.

Response 2: On the first day he has to travel to school from the new house, Joe gets up and uses his phone to get an idea of how long the walk will take, but realises he'll have to leave earlier than he used to in order to make his train, so he skips breakfast. His school bag is heavy and it's raining, so he takes longer than he thought, and he has to run for the train.

Real world adaptability: scenario 2



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Evie is working in a local shop and receives a call from her boss asking her to switch from her regular Saturday afternoon shift to Sunday morning shift for the next two weeks.

Real world adaptability: scenario 2



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Response 1: Evie usually walks to and from work but will need to get up pretty early for the Sunday shift. She accepts her bosses offer straight away but feels stressed, doesn't mention it to anyone, and sleeps badly the night before her first Sunday shift because she's worried about being late for work.

Response 2: Evie tells her boss she needs to think about the request before she decides. Evie asks her parents if they'll drive her to work on Sunday mornings, in exchange for her doing something for them, like looking after a younger sibling, or cleaning the car. She then follows up with her boss to say that it's ok, but she'd prefer the Saturday shift long term if that's possible.

Real world adaptability: scenario 3



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Sam plays football at a local club and moved up from under 16s to under 18s. Sam's excited because it's a step up that Sam's been training for, but is also a bit worried as most of her friends are staying in her old team.

Real world adaptability: scenario 3



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Response 1: Sam feels nervous and is wishing she hadn't been selected because she feels outside of her comfort zone. Sam doesn't play to the best of her ability at the first training session, doesn't introduce herself to anyone in the new team and leaves straight away at the end feeling like she isn't sure she wants to play there after all.

Response 2: Sam feels nervous, but also excited. She catches someone's eye who she recognises from when they used to be in her old team too, and introduces herself, asking them some questions about how long they've been playing and whether it's different. They introduce Sam to a couple of other teammates, and she leaves feeling pleased to have taken this step up and met some new people.



Reflecting on adaptability 15

- Why might you need to encourage others to contribute their ideas?
- How can you build relationships?
- How might being adaptable help you maintain those relationships over time?
- How can being adaptable help you come up with a range of solutions?
- Why is it important to consider a range of problems when solving a complex problem?